

STRONG HABITS  
STRONG SKILLS  
STRONG ENGAGEMENT

## STRONG RESULTS

Why accept anything less?

**60-80%**

of all difficulties in organizations stem from strained employee relationships.

**Why do we seem to accept a lower level of excellence for soft skills than for expertise?**

It doesn't have to be like this!



## RAISE THE BAR BY LOWERING THE BAR

**85%** of success at the work place is attributed to soft skills and only 15% to technical skills (Stanford, Harvard). With SkillsGym, you're building strong "soft" skills. Basically by using the same principles that make you stronger at the gym; building small evidence-based habits that have exponential impact over time.

**SKILLSGYM**  
*make it a habit!*



info@skillsgym.com



www.skillsgym.com

# SKILLSGYM

a hybrid training program  
that upskills your people on 50+ cutting-edge topics,  
one *habit* at a time.

**70%**

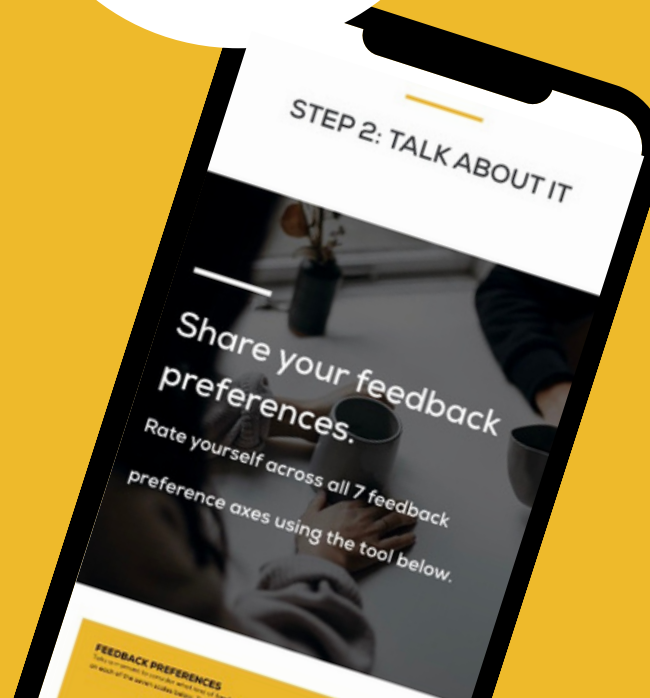
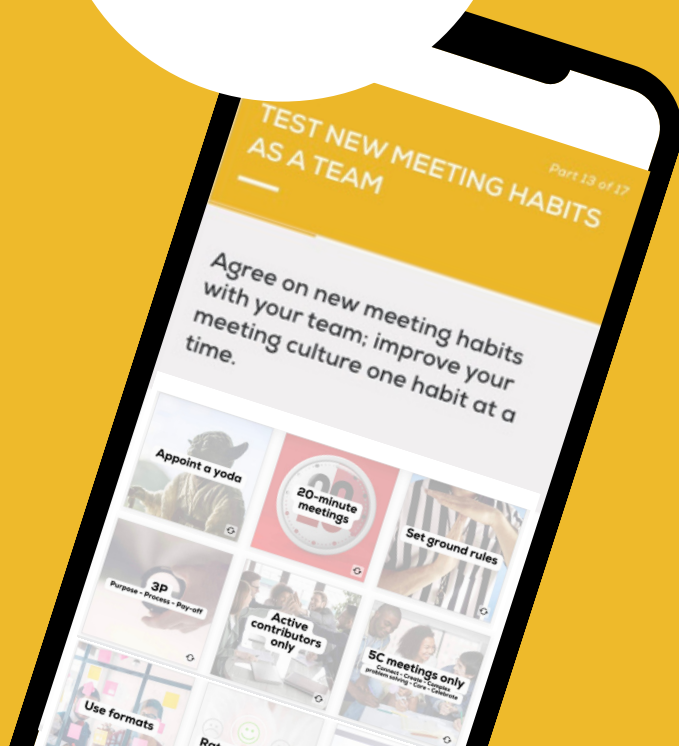
test new habits  
on-the-job

**20%**

have more and  
better  
conversations

**10%**

live, inspiring and  
bite-sized learning  
interventions



- ✓ Habit festivals (events)
- ✓ 90-minute sessions
- ✓ 1/2 day or full-day skills development training
- ✓ Delivered by our experts or your people

# How to build skills



You deconstruct a skill into a set of sub-skills



You build the sub-skills in habit sprints of 4-6 weeks



You practice the sub-skills in every conversation, every meeting, every work activity



You build new habits on your own, in guided conversation, with your team

## SKILLSGYM

Hello and welcome!

This program is designed to help you build the skill of 'adapting to different communication styles' step by step through its smallest functional units: daily habits that are easy, effective, and evidence-based.

Remember, we are what we repeatedly do!

### WARM-UP

☰ Assess your current skill level before you begin ☐

☰ Habit toolkit ☐

### BASIC SKILLS SPRINT : PRACTICE THE ESSENTIALS

☰ Get started basic ☐

☰ ASSESS YOUR COMMUNICATION STYLE ☐

☰ Talk about it | Assess your communication style ☐

☰ OBSERVE BODY LANGUAGE AND COMMUNICATION STYLES ☐

☰ Talk about it | Observe body language and communication styles ☐

☰ BECOME A GOOD OBSERVER ☐

☰ Talk about it | Become a good observer ☐

### ADVANCED SKILLS SPRINT : REFINEMENT & MASTERY

☰ Get started advanced ☐

# OVERVIEW SKILLS

*get better: one habit. multiple skills at a time*

## COLLABORATION

bringing focus to meetings  
take ownership and be proactive |  
accountability  
outward mindset | customer focus  
staying connected

## SMARTER COMMUNICATION

asking for & receiving feedback  
giving feedback  
delivering your message | presentation skills |  
ted storytelling  
communicate with impact | body language  
meaningful conversations | having great  
conversations  
diverse communication styles  
inclusion & diversity  
conflict for the better  
non-violent communication  
absenteeism  
influencing and convincing | networking

## LEADERSHIP & COACHING

leading with vision  
situational leadership | delegating  
asking the right coaching questions  
coaching to grow  
managing change  
building high performing teams

## PERSONAL PRODUCTIVITY

time management - operational | strategic  
emotional intelligence - self | others  
boosting your creativity | design thinking  
how to build new habits  
decision making

## PERFORMANCE & DEVELOPMENT

psychological safety | how to build trust  
speak up  
creating a feedback culture  
engagement and motivation | purpose | recognition culture  
goal setting  
check-in conversations  
personal development | growth mindset

## HYBRID WORK

leading hybrid teams  
activity-based working | making team  
agreements  
working from home

**SKILLSGYM**  
*health*

## HOW TO BUILD A HEALTHY LIFESTYLE

Sleep (basic and advanced)  
Movement (basic and advanced)  
Nutrition (basic and advanced)  
Connection (basic and advanced)  
Mental and emotional resilience (basic and  
advanced)  
Mind-body connection  
Focus and concentration  
Social attunement (basic and advanced)  
Hormetic stress and recovery  
Emotional awareness (basic and advanced)  
Ikigai or the art of purpose

## OTHER SKILLSGYM HEALTH PROGRAMS

Inspiring in-person (or online) workshops and  
events (including movement sessions,  
breathwork, cold exposure and practice of  
stress-management techniques)

Inspiring keynotes

4-month SkillsGym Health protocol, in which  
participants build routines around the 5 pillars of  
a healthy lifestyle (sleep, movement, nutrition,  
connection, mental and emotional resilience) +  
optional testing and tracking of results

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Part 1 of 2

# ASSESS YOUR COMMUNICATION STYLE

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Gain more insight into how different preferences in communicating and interacting with the world lead to different working styles.

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## STEP 1: LEARN IT

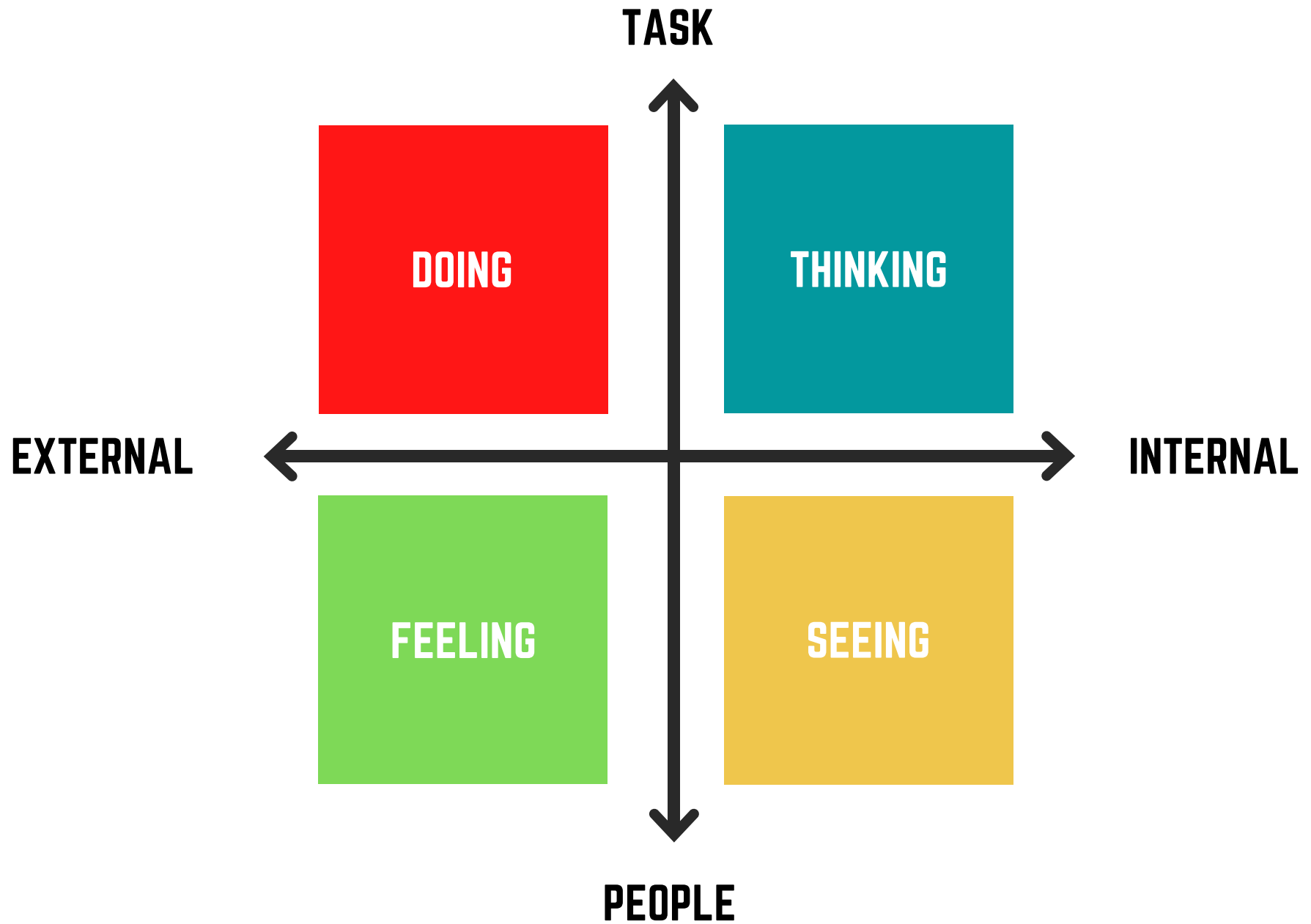
Psychologist Carl Jung was one of the first to describe how people's different orientations and preferences define their personalities. In this workout, you will assess your own preferred communication style. And you will reflect on how you can use this knowledge to communicate with more impact.

# CORE COMMUNICATION QUALITIES

What are your 5 core qualities: qualities that come naturally to you and that are most typical of you?



|                 |                        |                      |                      |             |                              |                    |                |
|-----------------|------------------------|----------------------|----------------------|-------------|------------------------------|--------------------|----------------|
| Straightforward | Goal-oriented          | Action-oriented      | Result-oriented      | Analytical  | Problem solving              | Honest and sincere | Efficient      |
| Pragmatic       | Direct                 | Decisive             | Confronting          | Interested  | Serious                      | Committed          | Accurate       |
| Clear           | Short and to the point | Ambitious            | Concrete and factual | Logical     | With focus and concentration | Consistent         | Responsible    |
| With respect    | Collegial              | Open and transparent | Spontaneous          | Creative    | With humor                   | Visionary          | Inspiring      |
| Tactful         | Personal               | Appreciative         | Warm                 | Lively      | Playful                      | Dynamic            | Enthusiastic   |
| Listening       | Helpful                | Cheerful             | Flexible             | Progressive | Future-oriented              | Versatile          | Out of the box |





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